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ABSTRACT

This research brief examines changes in the age distribution of faculty in the University of Wisconsin (UW) system over time and trends in faculty retirement. Findings indicate that: (1) in 1997-98, 35 percent of faculty were age 55 and older, 51 percent were between 40 and 54, and fewer than 15 percent were under 40; (2) on average, faculty at the UW comprehensive institutions were somewhat older than faculty at UW-Madison and UW-Milwaukee; faculty at the UW colleges were older than faculty in other system institutions; (3) faculty age distribution varied across academic disciplines, with engineering and physical sciences having both the highest percentage in the 55 and older age group and the highest percentage of faculty under 40; (4) between 1985-86 and 1997-98 the total number of UW system faculty declined by 9.8 percent; however, the number of faculty 55 and over increased by 18 percent and the number under age 40 declined by 41.4 percent, which changed the age distribution. Based on historical retirement rates, it is projected that 2,384 faculty members (close to 40 percent) systemwide will retire over the next decade. Text, figures, and graphs present the detailed analysis. Appendices include technical notes, additional tables, and notes on the projection methodology used. (DB)

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ED 429 522

The University of Wisconsin System

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The Graying of the Faculty in the UW System

Executive Summary

It has been widely observed that in higher education the aging of the faculty "will result in retirement increases beginning in the late 1990s and continuing through the first decade of the 21st century" (*Bringing into Focus the Factors Affecting Faculty Supply and Demand*, Western Interstate Commission for Higher Education, 1991). This research brief looks at changes in the age distribution of faculty in the UW System over time in order to determine the impact of these changes on faculty retirements.

In 1997-98, 35 percent of faculty systemwide were age 55 and older, about half (51%) were between the ages of 40 and 54, and less than 15 percent were under age 40. There were some variations among institutions in the UW System. Approximately 33 percent of the faculty at UW-Madison were 55 and older while less than 15 percent of its faculty were under age 40. At UW-Milwaukee, the age distribution of faculty was similar to that of UW-Madison with 30 percent of its faculty age 55 and older and again, less than 15 percent younger than age 40. On average, the faculty at the UW Comprehensive institutions were somewhat older than the faculty at UW-Madison and UW-Milwaukee with 36 percent of faculty age 55 and older and less than 15 percent under age 40. The UW Colleges' faculty were measurably older than faculty in the other institutions, with 47 percent of the faculty age 55 and older and less than 10 percent under age 40.

The faculty age distribution also varies across academic disciplines. In 1997-98, Engineering and Physical Sciences had the highest percentage (39%) in the 55 and older age group, followed by Humanities (38%), Agricultural and Life Sciences (33%), Social and Behavioral Sciences (32%), Non-Clinical Health Sciences (31%), and Clinical Health Sciences (28%). Engineering and Physical Sciences also had the highest percentage (19%) of faculty under age 40.

Between 1985-86 and 1997-98 the total number of UW System faculty declined from 6,883 to 6,208 (9.8%). During the same time period the number of faculty 55 and over increased by 330 (18.0%), while the number under the age of 40 declined by 621 (41.4%) resulting in a change in the age distribution of the faculty. The percentage of UW System faculty age 55 and older increased from 27 percent in 1985-86 to 35 percent in 1997-98, while the percentage of faculty under age 40 declined from 22 percent in 1985-96 to 14 percent in 1997-98.

Based on historical retirement rates in the UW System, 2,384 faculty members systemwide are projected to retire over the next decade. This represents close to 40 percent of the total number of UW System faculty in 1997-98.

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Introduction

This report examines trends in the faculty age distribution in the UW System by institution, academic discipline area and gender, with an emphasis on the age distribution of faculty in 1997-98. Data on retirement patterns are used in conjunction with the age distribution data to develop estimated retirement projections. The population studied in this research brief includes all UW System tenured and tenure-track faculty members who were on the October AA/EEO databases of 1985, 1990, 1994, and 1997. Detailed technical notes are provided in Appendix A.

This research brief consists of four substantive sections and a conclusion. The first section provides a description of the 1997-98 faculty age distribution in the UW System; the second section discusses changes in the faculty age distribution over time; the third section focuses on the 1997-98 faculty age distribution by discipline area; and the fourth section provides projections of UW System faculty retirements in the next decade. The conclusion summarizes the major findings of this study and indicates their implications. In addition, there are three appendixes, which provide technical notes and tables showing detailed figures concerning various topics in this study.

Section I: 1997-98 Faculty Age Distribution in the UW System

Overall, in 1997-98, approximately 35 percent of the UW System faculty were 55 years of age or older. Approximately 14 percent of faculty were under age 40, while 51 percent were in the age group between 40 and 54 (Figure 1).

Approximately 35% of all UW System faculty were age 55 or older in 1997-98.

Figure 1
1997-98 UW System Faculty Age Distribution

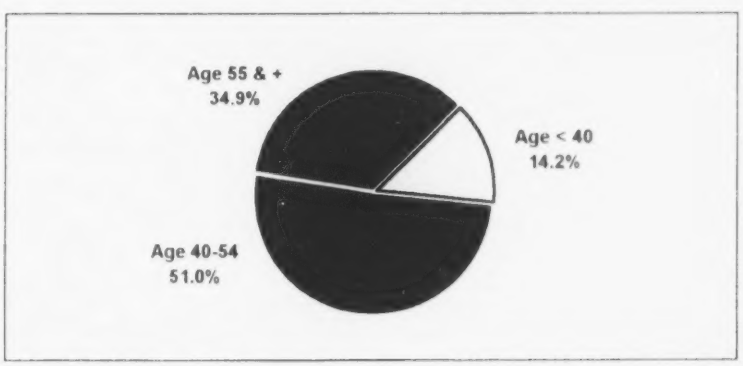


Table 1 shows the faculty age distribution for UW-Madison, UW-Milwaukee, the UW Comprehensive institutions, and the UW Colleges. (Detailed information on each of the UW Comprehensive institutions is provided in Appendix B, Table 7.)

In 1997-98, approximately 33 percent of the faculty at UW-Madison were 55 and older, while about 52 percent were between age 40 and 54. Slightly less than 15 percent were under age 40.

The age distribution of UW-Milwaukee faculty was similar to that of UW-Madison, with approximately 30 percent of the faculty age 55 and older and 55 percent between age 40 and 54. Again, less than 15 percent were under age 40.

The faculty at the UW Comprehensive institutions were somewhat older than the faculty at UW-Madison and UW-Milwaukee. Approximately 36 percent of the faculty in the UW Comprehensive institutions were age 55 and older while 50 percent were between age 40 and 54. Like UW-Madison and UW-Milwaukee, slightly less than 15 percent were under age 40.

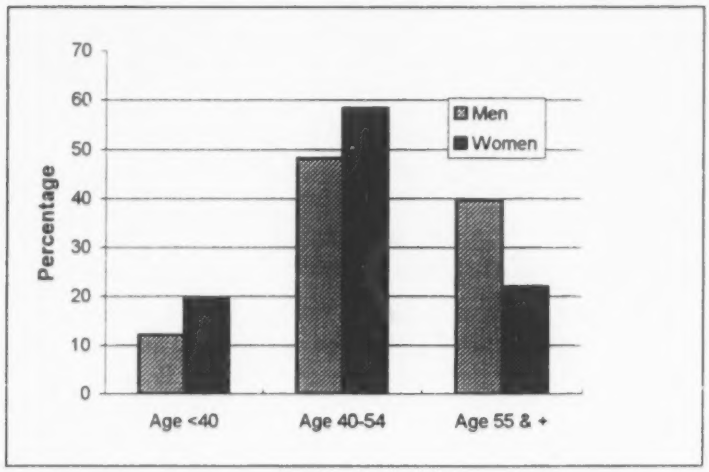
The UW Colleges had the oldest faculty in the UW System with the highest proportion of faculty age 55 and older (47.3%), and the lowest under age 40 (9.5%). Only 43 percent of UW Colleges' faculty were between age 40 and 54.

Table 1
1997-98 Faculty Age Distribution by Institution/Cluster

	AGE < 40		AGE 40-54		AGE 55 & +	
INSTITUTION	N	PCT	N	PCT	N	PCT
UW-Madison	314	14.5	1,135	52.4	716	33.1
UW-Milwaukee	104	14.2	407	55.4	223	30.4
UW Comprehensives	431	14.4	1,487	49.7	1,076	35.9
UW Colleges	30	9.5	136	43.2	149	47.3
UW System Total	**879**	**14.2**	**3,165**	**51.0**	**2,164**	**34.9**

In 1997-98, 4,497 (72.4%) of the total 6,208 UW System faculty were men and 1,711 (27.6%) were women. While 40 percent of the male faculty were 55 years of age or older, only 22 percent of female faculty fell into this category. By contrast, almost 20 percent of the female faculty were under the age of 40 compared to 12 percent of the males (Figure 2). The difference in the distribution of men and women by age results in a situation in which 83 percent of the faculty 55 and over are male and only 17 percent of the faculty in that age group are female. (A detailed table is provided in Appendix B, Table 8.)

Figure 2
1997-98 Proportions of Men and Women Faculty by Age Group

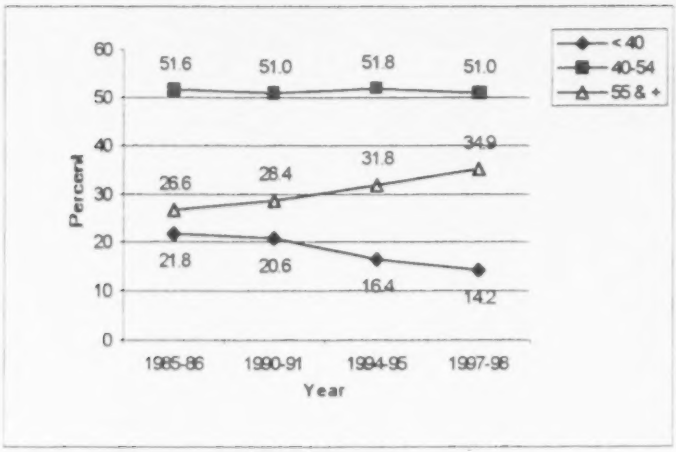


Section II: Trends in Faculty Age Distribution in the UW System

The percentage of UW System faculty age 55 and older rose from 27 percent in 1985-86 to 35 percent in 1997-98, while under age 40 declined from 22 percent in 1985-86 to 14 percent in 1997-98.

Between 1985-86 and 1997-98 the total number of UW System faculty declined from 6,883 to 6,208 (9.8%). During the same time period the number of faculty 55 and over increased by 330 (18.0%), while the number under the age of 40 declined by 621 (41.4%) causing a change in the age distribution of the faculty. The percentage of UW System faculty age 55 and older increased from 27 percent in 1985-86 to 35 percent in 1997-98, while the percentage of faculty in the age group between 40 and 54 held almost constant at about 51 percent. The percentage of all faculty in the UW System under age 40 declined from 22 percent in 1985-86 to 14 percent in 1997-98 (Figure 3). Across the UW System, the mean faculty age increased from 48 in 1985-86 to 50 in 1997-98.

Figure 3
UW System Faculty Age Distributions
1985-86, 1990-91, 1994-95, and 1997-98



The mean faculty age increased by two years between 1985-86 and 1997-98 at UW-Madison and UW Comprehensives and by three years at UW-Milwaukee. UW Colleges' mean faculty age experienced an increase of six years during the same period.

Table 2 displays number of faculty and the age distribution at UW-Madison, UW-Milwaukee, the UW Comprehensives, and the UW Colleges for 1985-86, 1990-91, 1994-95, and 1997-98.

During this period:

- While the total faculty at UW-Madison declined by 162 (9.8%) between 1985-86 and 1997-98, the number of faculty age 55 years or older increased by 54 (8.2%) and the faculty under the age of 40 declined by 283 (41.4%). This changed the age distribution so that the percentage of faculty 55 or older increased from 28 percent to 33 percent while the percentage under the age of 40 declined from 26 percent to 15 percent. The average faculty age at UW-Madison increased from 48 in 1985-86 to 50 in 1997-98.

- UW-Milwaukee experienced a shift in the age distribution similar to UW-Madison, with the percentage of the faculty 55 or older increasing from 26 percent to 30 percent, while the percent under the age of 40 declined from 27 percent to 14 percent. UW-Milwaukee's average faculty age increased from 47 in 1985-86 to 50 in 1997-98.

- The UW Comprehensive institutions experienced a somewhat larger increase than either UW-Madison or UW-Milwaukee with the percentage age 55 and above rising from 27 percent to 36 percent. By contrast, the

Between 1985 and 1997, UW Colleges experienced a 32 percentage point increase in the number of faculty age 55 and older.

UW Comprehensives experienced a smaller decline than UW-Madison or UW-Milwaukee in the percentage under the age of 40, which declined from 18 percent in 1985-86 to 14 percent in 1997-98. The average faculty age in the UW Comprehensives increased from 48 in 1985-86 to 50 in 1997-98.

- The UW Colleges experienced the largest shift in the age distribution, with the percent of faculty 55 or over rising from 15 percent in 1985-86 to 47 percent in 1997-98 and the percentage under the age of 40 falling from 19 percent to 10 percent. The average faculty age at UW Colleges increased from 46 in 1985-86 to 52 in 1997-98.

Table 2
Faculty Age Distribution by Institution/Cluster
1985-86, 1990-91, 1994-95, and 1997-98

	AGE < 40		AGE 40-54		AGE 55 & +		TOTAL	MEAN
INST/YEAR	N	PCT	N	PCT	N	PCT	N	AGE
UW-Madison								
1985-86	597	25.7%	1,068	45.9%	662	28.4%	2,327	48
1990-91	590	24.3%	1,099	45.3%	737	30.4%	2,426	48
1994-95	446	18.9%	1,174	49.7%	740	31.4%	2,360	50
1997-98	314	14.5%	1,135	52.4%	716	33.1%	2,165	50
UW-Milwaukee								
1985-86	217	26.5%	391	47.7%	211	25.8%	819	47
1990-91	216	25.7%	401	47.7%	223	26.6%	840	48
1994-95	153	19.0%	422	52.4%	231	28.6%	806	49
1997-98	104	14.2%	407	55.4%	223	30.4%	734	50
UW Comprehensives								
1985-86	613	18.3%	1,841	54.8%	904	26.9%	3,358	48
1990-91	571	17.5%	1,773	54.4%	917	28.1%	3,261	49
1994-95	462	14.3%	1,714	53.2%	1,046	32.5%	3,222	50
1997-98	431	14.4%	1,487	49.7%	1,076	35.9%	2,994	50
UW Colleges								
1985-86	73	19.3%	249	65.7%	57	15.0%	379	46
1990-91	42	11.5%	243	66.4%	81	22.1%	366	49
1994-95	43	11.9%	188	51.9%	131	36.2%	362	50
1997-98	30	9.5%	136	43.2%	149	47.3%	315	52
UW System Totals								
1985-86	1,500	21.8%	3,549	51.6%	1,834	26.6%	6,883	48
1990-91	1,419	20.6%	3,516	51.0%	1,958	28.4%	6,893	48
1994-95	1,104	16.4%	3,498	51.8%	2,148	31.8%	6,750	50
1997-98	879	14.2%	3,165	51.0%	2,164	34.9%	6,208	50
% Change in the UW System Faculty Population								
Between 1985 & 1990	-5.4%		-0.9%		6.8%		0.1%	
Between 1990 & 1994	-22.2%		-0.5%		9.7%		-2.1%	
Between 1994 & 1997	-20.4%		-9.5%		0.7%		-8.0%	
Between 1985 & 1997	-41.4%		-10.8%		18.0%		-9.8%	

Table 3 illustrates that while the total number of faculty in the UW System declined by 675 (9.8%) between 1985-86 and 1997-98, the number of women increased by 386 (29.1%) and the number of men declined by 1,061 (19.1%). This change increased the proportion of female faculty employed in the UW System from approximately 19 percent in 1985-86 to almost 28 percent in 1997-98. UW-Madison, UW-Milwaukee, the UW Comprehensives and the UW Colleges all showed an increase in the proportion of women faculty.

Systemwide, between 1985-86 and 1997-98, the number of female faculty under the age of 40 declined, but not as rapidly as the number of male faculty in that category, resulting in an increase in the proportion of female faculty under the age of 40. In the other two age categories, (40 to 54 and 55 and above), the number of women increased while the number of men declined. UW-Madison, the UW Comprehensives and the UW Colleges exhibited a similar pattern of increases in the proportion of women in all three age categories. At UW-Milwaukee there were decreases in the proportion of women in the under 40 and 55 and above categories, offset by a larger increase in the proportion of women in the 40 to 54 year category.

Table 3
Trends in Faculty Age Distribution by Gender and Institution/Cluster

	Age < 40				Age 40-54				Age 55 & +				Total			
	Male		Female		Male		Female		Male		Female		Male		Female	
Institution	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
UW-Madison																
1985-86	465	77.9%	132	22.1%	924	86.5%	144	13.5%	591	89.3%	71	10.7%	1980	85.1%	347	14.9%
1990-91	428	72.5%	162	27.5%	898	81.7%	201	18.3%	665	90.2%	72	9.8%	1991	82.1%	435	17.9%
1994-95	321	72.0%	125	28.0%	905	77.1%	269	22.9%	664	89.7%	76	10.3%	1890	80.1%	470	19.9%
1997-98	211	67.2%	103	32.8%	856	75.4%	279	24.6%	624	87.2%	92	12.8%	1691	78.1%	474	21.9%
UW-Milwaukee																
1985-86	135	62.2%	82	37.8%	309	79.0%	82	21.0%	173	82.0%	38	18.0%	617	75.3%	202	24.7%
1990-91	133	61.6%	83	38.4%	283	70.6%	118	29.4%	193	86.5%	30	13.5%	609	72.5%	231	27.5%
1994-95	95	62.1%	58	37.9%	274	64.9%	148	35.1%	194	84.0%	37	16.0%	563	69.9%	243	30.1%
1997-98	68	65.4%	36	34.6%	245	60.2%	162	39.8%	193	86.5%	30	13.5%	506	68.9%	228	31.1%
UW Comprehensives																
1985-86	428	69.8%	185	30.2%	1493	81.1%	348	18.9%	736	81.4%	168	18.6%	2657	79.1%	701	20.9%
1990-91	371	65.0%	200	35.0%	1318	74.3%	455	25.7%	762	83.1%	155	16.9%	2451	75.2%	810	24.8%
1994-95	276	59.7%	186	40.3%	1184	69.1%	530	30.9%	856	81.8%	190	18.2%	2316	71.9%	906	28.1%
1997-98	248	57.5%	183	42.5%	975	65.6%	512	34.4%	854	79.4%	222	20.6%	2077	69.4%	917	30.6%
UW Colleges																
1985-86	53	72.6%	20	27.4%	206	82.7%	43	17.3%	45	78.9%	12	21.1%	304	80.2%	75	19.8%
1990-91	28	66.7%	14	33.3%	187	77.0%	56	23.0%	64	79.0%	17	21.0%	279	76.2%	87	23.8%
1994-95	23	53.5%	20	46.5%	133	70.7%	55	29.3%	104	79.4%	27	20.6%	260	71.8%	102	28.2%
1997-98	17	56.7%	13	43.3%	90	66.2%	46	33.8%	116	77.9%	33	22.1%	223	70.8%	92	29.2%
UW System Totals																
1985-86	1081	72.1%	419	27.9%	2932	82.6%	617	17.4%	1545	84.2%	289	15.8%	5558	80.7%	1325	19.3%
1990-91	960	67.7%	459	32.3%	2686	76.4%	830	23.6%	1684	86.0%	274	14.0%	5330	77.3%	1563	22.7%
1994-95	715	64.8%	389	35.2%	2496	71.4%	1002	28.6%	1818	84.6%	330	15.4%	5029	74.5%	1721	25.5
1997-98	544	61.9%	335	38.1%	2166	68.4%	999	31.6%	1787	82.6%	377	17.4%	4497	72.4%	1711	27.6%

Section III: 1997-98 Age Distributions by Discipline Area and Trends Between 1985-86 and 1997-98

The faculty age distribution varies across academic disciplines. For the purposes of this analysis, academic disciplines were grouped into six broad areas: Social and Behavioral Sciences, Humanities, Engineering and Physical Sciences, Agricultural and Life Sciences, Non-Clinical Health Sciences, and Clinical Health Sciences. Faculty members in non-teaching departments (e.g., university library) as well as Law and Medicine are excluded from this analysis. Among these six academic discipline areas, more than half (61.1%) of the 1997-98 faculty population was in the Social and Behavioral Sciences and Humanities. Engineering and Physical Sciences had approximately 22 percent, while the other discipline areas shared the remaining 17 percent of the faculty population.

1997-98 faculty in Engineering & Physical Sciences had the highest percentages in age 55 or older and younger than age 40 categories.

Systemwide, approximately 39 percent of faculty in Engineering and Physical Sciences were age 55 and older, followed by Humanities (37.7%). The discipline area of Engineering and Physical Sciences also had the highest proportion of faculty under age 40 (19.3%). Clinical Health Sciences had a concentration (65.6%) of faculty between age 40 and 54, leaving small fractions at both ends of the age distribution (Table 4). Detailed tables of 1997-98 faculty age distributions for all discipline areas and institutions in the UW System are provided in Appendix B, Tables 10.

Table 4
1997-98 Faculty Age Distributions by Discipline Area*

	AGE < 40		AGE 40-54		AGE 55 & +		Total
Discipline Areas	N	PCT	N	PCT	N	PCT	N
Soc & Behv Sci	303	14.2%	1,150	53.8%	686	32.0%	2,139
Humanities	170	12.4%	684	49.9%	516	37.7%	1,370
Engr & Phys Sci	242	19.3%	529	42.2%	484	38.5%	1,255
Agri & Life Sci	86	13.4%	340	53.1%	214	33.4%	640
Non-Clin Hlth Sci	15	9.6%	93	59.6%	48	30.8%	156
Clinical Hlth Sci	12	6.6%	120	65.6%	51	27.9%	183
UW System Totals	828	14.4%	2,916	50.8%	1,999	34.8%	5,743

*Note: Due to the exclusion of faculties in non-teaching departments as well as Law and Medicine, the number of total faculty shown here is different from those of other sections.

Table 5 displays the age distribution of faculty by discipline in 1985-86, 1990-91, 1994-95, and 1997-98. Between 1985-86 and 1997-98, faculty age 55 and older in the Non-Clinical Health Sciences had the largest increase (17 percentage points), followed by Engineering & Physical Sciences (13 percentage points), Humanities (11 percentage points), Agricultural and Life Sciences and Clinical Health Sciences (both 8 percentage points), and Social and Behavioral Sciences (5 percentage points).

During this period, all discipline areas experienced a decline in the proportion of faculty under age 40. However, due to small number of faculty, the Non-Clinical Health Sciences and Clinical Health Sciences experienced the most dramatic percentage point decreases (31 percentage points and 27 percentage points respectively).

Traditionally, faculty in the Engineering and Physical Sciences have been predominately male, however, between 1985-86 and 1997-98, the number of women faculty in these disciplines more than doubled, increasing from 74 to 152 with 32 more in the under age 40 category and 37 more in the age 40-54 category. (See Appendix B, Table 9.)

Proportionally, women faculty increased in the Social/Behavioral Science, Humanities, and Agricultural/Life Sciences disciplinary areas in all age categories during this period. Faculty in the Clinical Health Sciences have been predominately female. More than 90 percent of the faculty in the discipline were women faculty in 1985-86, 1990-91, and 1994-95, while the percentage decreased to 73 percent in 1997-98. (See Appendix B, Table 9.)

Table 5
Faculty Age Distribution by Discipline Area
1985-86, 1990-91, 1994-95, and 1997-98

	AGE < 40		AGE 40-54		AGE 55 & +		TOTAL
DISC AREA/YEAR	N	PCT	N	PCT	N	PCT	N
Social & Behavioral Sciences							
1985-86	544	22.6%	1,217	50.6%	643	26.7%	2,404
1990-91	531	22.2%	1,235	51.6%	629	26.1%	2,395
1994-95	389	16.5%	1,301	55.1%	671	28.4%	2,361
1997-98	303	14.2%	1,150	53.8%	686	32.1%	2,139
Humanities							
1985-86	312	20.2%	817	52.9%	414	26.9%	1,543
1990-91	290	18.6%	786	50.3%	487	31.1%	1,563
1994-95	234	15.2%	772	50.0%	538	34.8%	1,544
1997-98	170	12.4%	684	49.9%	516	37.7%	1,370
Engineering & Physical Sciences							
1985-86	275	20.7%	708	53.4%	343	25.9%	1,326
1990-91	323	23.8%	654	48.1%	383	28.1%	1,360
1994-95	264	20.4%	581	44.8%	451	34.8%	1,296
1997-98	242	19.3%	529	42.2%	484	38.5%	1,255
Agricultural & Life Sciences							
1985-86	143	23.3%	314	51.1%	157	25.6%	614
1990-91	133	21.2%	321	51.3%	172	27.5%	626
1994-95	105	16.7%	332	52.9%	191	30.4%	628
1997-98	86	13.4%	340	53.1%	214	33.4%	640
Non-Clinical Health Sciences							
1985-86	65	40.1%	74	45.7%	23	14.2%	162
1990-91	33	21.7%	85	55.9%	34	22.4%	152
1994-95	19	11.4%	104	62.3%	44	26.3%	167
1997-98	15	9.6%	93	59.6%	48	30.8%	156
Clinical Health Sciences							
1985-86	63	33.5%	87	46.3%	38	20.2%	188
1990-91	33	19.2%	104	60.5%	35	20.3%	172
1994-95	11	8.1%	96	70.6%	29	21.3%	136
1997-98	12	6.6%	120	65.6%	51	27.9%	183
UW System Totals							
1985-86	1,402	22.5%	3,217	51.6%	1,618	25.9%	6,237
1990-91	1,343	21.4%	3,185	50.8%	1,740	27.8%	6,268
1994-95	1,022	16.7%	3,186	51.9%	1,924	31.4%	6,132
1997-98	828	14.4%	2,916	50.8%	1,999	34.8%	5,743

*Note: Due to the exclusion of faculties in non-teaching departments as well as Law and Medicine, the number of total faculty shown here is different from those of other sections.

Section IV: UW System Faculty Retirement Projections

The previous sections have illustrated the "graying" of the UW System faculty as a whole over the past 12 years. An important question is how the change in the age distribution will affect faculty retirement rates in the future. This section provides projections of retirements over the next decade. (see Appendix C and Table 11 for description of methodology and projected retirement detailed by age and year.)

UW System faculty retirement projections for the next ten years were generated based on the age distribution of the1997-98 faculty population and the average actual faculty retirement rates by age of the last five years[1] (see Appendix C, Table 12). The model assumes that the recent historical patterns of retirement will continue in the future. However the availability of early retirement packages, career change opportunities, and retirement benefit adjustments might change the retirement patterns. Under such circumstances, the retirement projections in this study would have to be modified accordingly.

The average age at retirement for the past five years varied by institution. UW-Madison had an average retirement age of 63.9, while UW-Milwaukee's average retirement age was 64.3, the UW Comprehensives was age 61.5, and the UW Colleges was age 59.7.

Historically, retirement rates at UW-Madison were very low at ages younger than 62; however, partly because the implementation of the Post Retirement Plan[2] in 1993-94, the retirement rates for faculty age 58 through age 61 have increased noticeably. For example, the retirement rate for faculty age 60 increased from 1.9 percent in 1993-94 to 14.5 percent in 1997-98.

UW-Milwaukee's faculty retirements in the past five years had been concentrated between age 62-67 and over 70, while UW Colleges' faculty retirements occurred mostly between age 57 and 66. A number of the UW Comprehensive institutions had a higher percentage of faculty retirements that occurred before age 59. For example, UW-Stout's five-year average retirement rate at age 57 is 18.8 percent, and UW-Oshkosh's five-year average retirement rate at age 55 is 6.4 percent.

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[1] In 1997, a study was conducted at UW-Madison using a logistic regression analysis of retirement patterns in addition to the model of using only historical retirement rates by age category, which is used in this research brief. The regression analysis included variables in addition to age, such as years as a faculty member, divisional committee affiliation, race, gender, rank, department size, etc. The study concluded that, "as expected, age was the most important factor in explaining the likelihood of retirement in a given year" and "the results of all the methods were similar in the aggregate [*numbers of projected retirements*]". (Harrigan, 1997)

[2] The program provides a smooth transition for faculty from full-time teaching to a full retirement. Faculty who elect to utilize the plan are hired back to teach part-time for a few years with full retirement benefits.

Table 6 summarizes the projected retirements over the next decade for UW-Madison, UW-Milwaukee, the UW Comprehensives, and the UW Colleges. Overall, based on historical patterns, a total of 2,384 faculty are projected to retire systemwide by the year 2007-2008. This represents close to 40 percent of the total number of faculty in 1997-98. By institution, total projected retirements during this period as a percent of 1997-98 faculty range from 33 percent at UW-Milwaukee to 49 percent at UW Colleges, with UW-Madison at 35 percent and the UW Comprehensive institutions averaging 41 percent.

A greater proportion of the projected retirements will occur in the first five years of the 10-year period. The number of projected retirements in the first five years is 1,276 (20.6% of the 1997-98 faculty base) compared to the 1,108 (17.8% of the same faculty base) in the latter five years in the 10-year period. These projections are consistent with the findings in a study by Lozier, and Dooris, *Faculty Retirement Projections beyond 1994: Effects of Policy on Individual Choice*. In that study, the authors made the observation that "... projections of retirement rates indicate that the largest number of retirements will occur between 1998-99 and 2002-03."

Table 6
Summary of Faculty Retirement Projections in the UW System
1998-99 to 2007-08

Institution/Cluster	Total Actual Retirement	Retirement Projection 1998-99 to 2007-08		
	1993-94 to 1997-98	Total	Yearly Average	Total as a percent of
				1997-98 Faculty Base
UW-Madison	398	763	76	35.2%
UW-Milwaukee	127	239	24	32.6%
UW Comprehensives	649	1,229	123	41.0%
UW Colleges	62	153	15	48.6%
UW System	**1,236**	**2,384**	**238**	**38.4%**

Conclusion:

The analysis in this report demonstrates that, like university faculty nationally, UW System faculty are aging, with a substantial portion likely to retire in the next ten years. This "graying" of the UW faculty has been accompanied by a decline in the number of younger faculty due to the budget cuts of the '90s. The data also indicate that the impacts of retirements will vary by discipline and by institution/cluster.

Because this is a national trend, UW institutions will be replacing significant numbers of retiring faculty in a competitive market for new faculty. The influx of new faculty accompanied by the retirements will significantly change the age distribution of the faculty in the next decade. The substantial turnover of faculty is likely to have some

positive implications such as increasing the proportion of women in faculty positions. However, serious challenges will face UW institutions as older, more experienced faculty retire and are replaced by younger, less experienced professors. Some academic departments may be decimated by a large number of retirements. Additionally, shortages may develop in specific disciplines where substantial numbers of faculty need to be replaced.

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APPENDIX A: TECHNICAL NOTES

The population studied in this research brief includes all full- and part-time tenured and tenure-track faculty members in the UW System (ranks of professor, associate professor, assistant professor, and instructor) who were on the October 1985, 1990, 1994, and 1997 AA/EEO databases with a valid date of birth. AA/EEO database is a Systemwide University Personnel Tape System which maintains information on each appointment an individual can hold with the UW System institutions.

Age was calculated as of June 30 for each of the academic years of 1985-86, 1990-91, 1994-95 and 1997-98, and grouped into three categories--age under 40, between age 40 and 54, and age 55 and older for analyses within the UW System institutions.

UW System faculty members who had split tenured or tenure-track appointments in different departments within one UW System institution were counted only once in the department with the lower UDDS code (Unit-Division-Department-Subdepartment). Faculty members who had split appointments among different UW System institutions were counted once in each of the different UW System institutions.

The discipline areas for each faculty member were determined by matching their appointment UDDS codes with the Discipline Area Codes. Faculty members who are in non-teaching departments (e.g. university library) or in UW-Madison's Medical School or Law School are excluded in the analysis by academic discipline areas. In 1997-98, there were 86 (1.4%) faculty members in non-teaching departments, 338 (5.4%) in the Medical School, and 41 (0.7%) in the Law School.

APPENDIX B

Table 7
University of Wisconsin System
Faculty Age Distributions by Institutions
1997-98

	AGE GROUP							
	<40		40-54		55-64		65& +	
	N	PCT	N	PCT	N	PCT	N	PCT
INSTITUTION								
MADISON	314	14.5	1135	52.4	584	27.0	132	6.1
MILWAUKEE	104	14.2	407	55.4	179	24.4	44	6.0
EAU CLAIRE	65	15.1	230	53.5	119	27.7	16	3.7
GREEN BAY	26	16.8	72	46.5	53	34.2	4	2.6
LA CROSSE	46	13.6	181	53.7	104	30.9	6	1.8
OSHKOSH	74	20.1	154	41.8	123	33.4	17	4.6
PARKSIDE	17	12.8	59	44.4	51	38.3	6	4.5
PLATTEVILLE	38	17.0	95	42.4	84	37.5	7	3.1
RIVER FALLS	24	10.5	139	61.0	61	26.8	4	1.8
STEVENS POINT	43	12.0	172	47.9	139	38.7	5	1.4
STOUT	32	10.7	151	50.5	112	37.5	4	1.3
SUPERIOR	15	14.0	50	46.7	36	33.6	6	5.6
WHITEWATER	51	14.4	184	52.0	106	29.9	13	3.7
UW COLLEGES	30	9.5	136	43.2	141	44.8	8	2.5
UW SYSTEM TOTALS	879	14.2	3165	51.0	1892	30.5	272	4.4

Table 8
UW System
1997-98 Faculty Age Distributions by Gender

INSTITUTION	AGE < 40					AGE 40-54					AGE 55 & +					TOTAL				
	MALE		FEMALE		TOTAL	MALE		FEMALE		TOTAL	MALE		FEMALE		TOTAL	MALE		FEMALE		TOTAL
	N	PCT	N	PCT	N	N	PCT	N	PCT	N	N	PCT	N	PCT	N	N	PCT	N	PCT	N
UW-Madison	211	67.2%	103	32.8%	314	856	75.4%	279	24.6%	1,135	624	87.2%	92	12.8%	716	1,691	78.1%	474	21.9%	2,165
UW-Milwaukee	68	65.4%	36	34.6%	104	245	60.2%	162	39.8%	407	193	86.5%	30	13.5%	223	506	68.9%	228	31.1%	734
UW Comprehensives	248	57.5%	183	42.5%	431	975	65.6%	512	34.4%	1,487	854	79.4%	222	20.6%	1,076	2,077	69.4%	917	30.6%	2,994
UW Colleges	17	56.7%	13	43.3%	30	90	66.2%	46	33.8%	136	116	77.9%	33	22.1%	149	223	70.8%	92	29.2%	315
UW System Totals	544	61.9%	335	38.1%	879	2,166	68.4%	999	31.6%	3,165	1,787	82.6%	377	17.4%	2,164	4,497	72.4%	1,711	27.6%	6,208

Table 9
UW System Faculty Age Distribution Trends by Gender and Discipline Area*
1985-86, 1990-91, 1994-95, and 1997-98

	1985-86					1990-91					1994-95					1997-98				
	Male		Female		Total	Male		Female		Total	Male		Female		Total	Male		Female		Total
	N	%	N	%	N	N	%	N	%	N	N	%	N	%	N	N	%	N	%	N
AGE < 40																				
Soc & Behav Sci	388	71.3%	156	28.7%	544	349	65.7%	182	34.3%	531	246	63.2%	143	36.8%	389	173	57.1%	130	42.9%	303
Humanities	201	64.4%	111	35.6%	312	168	57.9%	122	42.1%	290	117	50.0%	117	50.0%	234	83	48.8%	87	51.2%	170
Engr & Phys Sci	246	89.5%	29	10.5%	275	268	83.0%	55	17.0%	323	206	78.0%	58	22.0%	264	181	74.8%	61	25.2%	242
Agri & Life Sci	117	81.8%	26	18.2%	143	103	77.4%	30	22.6%	133	77	73.3%	28	26.7%	105	55	64.0%	31	36.0%	86
Non-Clinical Hlth Sci	47	72.3%	18	27.7%	65	18	54.5%	15	45.5%	33	9	47.4%	10	52.6%	19	7	46.7%	8	53.3%	15
Clinical Health Sci	12	19.0%	51	81.0%	63	3	9.1%	30	90.9%	33	0	0.0%	11	100.0%	11	5	41.7%	7	58.3%	12
Total	1011	72.1%	391	27.9%	1402	909	67.7%	434	32.3%	1343	655	64.1%	367	35.9%	1022	504	60.9%	324	39.1%	828
AGE 40-54																				
Soc & Behav Sci	989	81.3%	228	18.7%	1217	908	73.5%	327	26.5%	1235	875	67.3%	426	32.7%	1301	749	65.1%	401	34.9%	1150
Humanities	648	79.3%	169	20.7%	817	559	71.1%	227	28.9%	786	498	64.5%	274	35.5%	772	408	59.6%	276	40.4%	684
Engr & Phys Sci	677	95.6%	31	4.4%	708	605	92.5%	49	7.5%	654	526	90.5%	55	9.5%	581	461	87.1%	68	12.9%	529
Agri & Life Sci	274	87.3%	40	12.7%	314	274	85.4%	47	14.6%	321	285	85.8%	47	14.2%	332	279	82.1%	61	17.9%	340
Non-Clinical Hlth Sci	62	83.8%	12	16.2%	74	64	75.3%	21	24.7%	85	71	68.3%	33	31.7%	104	62	66.7%	31	33.3%	93
Clinical Health Sci	5	5.7%	82	94.3%	87	13	12.5%	91	87.5%	104	12	12.5%	84	87.5%	96	31	25.8%	89	74.2%	120
Total	2655	82.5%	562	17.5%	3217	2423	76.1%	762	23.9%	3185	2267	71.2%	919	28.8%	3186	1990	68.2%	926	31.8%	2916
AGE 55 & OLDER																				
Soc & Behav Sci	539	83.8%	104	16.2%	643	531	84.4%	98	15.6%	629	554	82.6%	117	17.4%	671	554	80.8%	132	19.2%	686
Humanities	334	80.7%	80	19.3%	414	402	82.5%	85	17.5%	487	433	80.5%	105	19.5%	538	387	75.0%	129	25.0%	516
Engr & Phys Sci	329	95.9%	14	4.1%	343	374	97.7%	9	2.3%	383	433	96.0%	18	4.0%	451	461	95.2%	23	4.8%	484
Agri & Life Sci	147	93.6%	10	6.4%	157	162	94.2%	10	5.8%	172	168	88.0%	23	12.0%	191	192	89.7%	22	10.3%	214
Non-Clinical Hlth Sci	18	78.3%	5	21.7%	23	30	88.2%	4	11.8%	34	31	70.5%	13	29.5%	44	39	81.3%	9	18.8%	48
Clinical Health Sci	0	0.0%	38	100.0%	38	1	2.9%	34	97.1%	35	1	3.4%	28	96.6%	29	14	27.5%	37	72.5%	51
Total	1367	84.5%	251	15.5%	1618	1500	86.2%	240	13.8%	1740	1620	84.2%	304	15.8%	1924	1647	82.4%	352	17.6%	1999
SYSTEM TOTAL																				
Soc & Behav Sci	1916	79.7%	488	20.3%	2404	1788	74.7%	607	25.3%	2395	1675	70.9%	686	29.1%	2361	1476	69.0%	663	31.0%	2139
Humanities	1183	76.7%	360	23.3%	1543	1129	72.2%	434	27.8%	1563	1048	67.9%	496	32.1%	1544	878	64.1%	492	35.9%	1370
Engr & Phys Sci	1252	94.4%	74	5.6%	1326	1247	91.7%	113	8.3%	1360	1165	89.9%	131	10.1%	1296	1103	87.9%	152	12.1%	1255
Agri & Life Sci	538	87.6%	76	12.4%	614	539	86.1%	87	13.9%	626	530	84.4%	98	15.6%	628	526	82.2%	114	17.8%	640
Non-Clinical Hlth Sci	127	78.4%	35	21.6%	162	112	73.7%	40	26.3%	152	111	66.5%	56	33.5%	167	108	69.2%	48	30.8%	156
Clinical Health Sci	17	9.0%	171	91.0%	188	17	9.9%	155	90.1%	172	13	9.6%	123	90.4%	136	50	27.3%	133	72.7%	183
Total	5033	80.7%	1204	19.3%	6237	4832	77.1%	1436	22.9%	6268	4542	74.1%	1590	25.9%	6132	4141	72.1%	1602	27.9%	5743

*Excludes faculty who are in non-teaching departments (e.g. university library) as well as UW-Madison's Law School and Medical School.

Table 10
University of Wisconsin System
1997-98 Faculty Age Distributions by Unit and Discipline Area

		AGE GROUP							
		<40		40-54		55-64		65& +	
		N	PCT	N	PCT	N	PCT	N	PCT
INSTITUTION	DISCIPLINE								
MADISON	SOC&BHV SCI	97	18.3	285	53.8	123	23.2	25	4.7
	HUMANITIES	40	11.1	193	53.6	101	28.1	26	7.2
	ENGR&PHYS SCI	84	19.6	183	42.8	131	30.6	30	7.0
	AGR&LIFE SCI	34	11.8	162	56.4	76	26.5	15	5.2
	NON-CLIN HLTH	7	6.5	66	61.1	31	28.7	4	3.7
	CLIN HLTH SCI	6	8.7	36	52.2	23	33.3	4	5.8
	MEDICINE	39	11.5	192	56.8	85	25.1	22	6.5
	LAW	7	17.1	18	43.9	12	29.3	4	9.8
	UNASSIGNED					2	50.0	2	50.0
	ALL	314	14.5	1135	52.4	584	27.0	132	6.1
MILWAUKEE	DISCIPLINE								
	SOC&BHV SCI	48	17.1	156	55.7	60	21.4	16	5.7
	HUMANITIES	21	10.9	97	50.3	65	33.7	10	5.2
	ENGR&PHYS SCI	28	17.8	79	50.3	37	23.6	13	8.3
	AGR&LIFE SCI	2	6.3	22	68.8	7	21.9	1	3.1
	NON-CLIN HLTH	4	20.0	12	60.0	3	15.0	1	5.0
	CLIN HLTH SCI	1	2.1	38	80.9	6	12.8	2	4.3
	UNASSIGNED			3	60.0	1	20.0	1	20.0
	ALL	104	14.2	407	55.4	179	24.4	44	6.0
EAU CLAIRE	DISCIPLINE								
	SOC&BHV SCI	22	14.3	85	55.2	43	27.9	4	2.6
	HUMANITIES	14	11.7	62	51.7	37	30.8	7	5.8
	ENGR&PHYS SCI	19	27.5	31	44.9	16	23.2	3	4.3
	AGR&LIFE SCI	6	28.6	7	33.3	7	33.3	1	4.8
	NON-CLIN HLTH	1	7.1	7	50.0	5	35.7	1	7.1
	CLIN HLTH SCI	2	5.7	25	71.4	8	22.9		
	UNASSIGNED	1	5.9	13	76.5	3	17.6		
	ALL	65	15.1	230	53.5	119	27.7	16	3.7
GREEN BAY	DISCIPLINE								
	SOC&BHV SCI	6	11.8	26	51.0	18	35.3	1	2.0
	HUMANITIES	13	24.1	22	40.7	18	33.3	1	1.9

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Table 10
University of Wisconsin System
1997-98 Faculty Age Distributions by Unit and Discipline Area

		AGE GROUP							
		<40		40-54		55-64		65& +	
		N	PCT	N	PCT	N	PCT	N	PCT
INSTITUTION	DISCIPLINE								
GREEN BAY	ENGR&PHYS SCI	4	15.4	10	38.5	11	42.3	1	3.8
	AGR&LIFE SCI	3	15.0	12	60.0	5	25.0		
	CLIN HLTH SCI			2	50.0	1	25.0	1	25.0
	ALL	26	16.8	72	46.5	53	34.2	4	2.6
LA CROSSE	DISCIPLINE								
	SOC&BHV SCI	22	13.0	97	57.4	48	28.4	2	1.2
	HUMANITIES	7	9.1	40	51.9	27	35.1	3	3.9
	ENGR&PHYS SCI	5	10.4	21	43.8	22	45.8		
	AGR&LIFE SCI	8	30.8	12	46.2	6	23.1		
	CLIN HLTH SCI	3	33.3	6	66.7				
	UNASSIGNED	1	12.5	5	62.5	1	12.5	1	12.5
	ALL	46	13.6	181	53.7	104	30.9	6	1.8
OSHKOSH	DISCIPLINE								
	SOC&BHV SCI	32	19.0	76	45.2	49	29.2	11	6.5
	HUMANITIES	22	21.0	43	41.0	38	36.2	2	1.9
	ENGR&PHYS SCI	17	34.7	12	24.5	18	36.7	2	4.1
	AGR&LIFE SCI	3	15.8	8	42.1	7	36.8	1	5.3
	CLIN HLTH SCI			13	68.4	5	26.3	1	5.3
	UNASSIGNED			2	25.0	6	75.0		
	ALL	74	20.1	154	41.8	123	33.4	17	4.6
PARKSIDE	DISCIPLINE								
	SOC&BHV SCI	12	18.2	29	43.9	23	34.8	2	3.0
	HUMANITIES	2	6.1	18	54.5	12	36.4	1	3.0
	ENGR&PHYS SCI	3	12.0	7	28.0	13	52.0	2	8.0
	AGR&LIFE SCI			5	55.6	3	33.3	1	11.1
	ALL	17	12.8	59	44.4	51	38.3	6	4.5
PLATTEVILLE	DISCIPLINE								
	SOC&BHV SCI	6	8.0	43	57.3	25	33.3	1	1.3
	HUMANITIES	9	25.7	11	31.4	12	34.3	3	8.6
	ENGR&PHYS SCI	17	19.3	35	39.8	34	38.6	2	2.3
	AGR&LIFE SCI	6	26.1	5	21.7	11	47.8	1	4.3

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Table 10
University of Wisconsin System
1997-98 Faculty Age Distributions by Unit and Discipline Area

		AGE GROUP							
		<40		40-54		55-64		65& +	
		N	PCT	N	PCT	N	PCT	N	PCT
INSTITUTION	DISCIPLINE								
PLATTEVILLE	UNASSIGNED			1	33.3	2	66.7		
	ALL	38	17.0	95	42.4	84	37.5	7	3.1
RIVER FALLS	DISCIPLINE								
	SOC&BHV SCI	7	7.4	60	63.8	26	27.7	1	1.1
	HUMANITIES	3	5.6	35	64.8	15	27.8	1	1.9
	ENGR&PHYS SCI	10	28.6	17	48.6	7	20.0	1	2.9
	AGR&LIFE SCI	4	9.3	27	62.8	11	25.6	1	2.3
	UNASSIGNED					2	100.0		
	ALL	24	10.5	139	61.0	61	26.8	4	1.8
STEVENS POINT	DISCIPLINE								
	SOC&BHV SCI	13	12.9	45	44.6	43	42.6		
	HUMANITIES	9	9.8	48	52.2	33	35.9	2	2.2
	ENGR&PHYS SCI	11	18.3	22	36.7	24	40.0	3	5.0
	AGR&LIFE SCI	8	10.0	44	55.0	28	35.0		
	NON-CLIN HLTH	2	22.2	4	44.4	3	33.3		
	UNASSIGNED			9	52.9	8	47.1		
	ALL	43	12.0	172	47.9	139	38.7	5	1.4
STOUT	DISCIPLINE								
	SOC&BHV SCI	5	5.7	49	55.7	32	36.4	2	2.3
	HUMANITIES	2	6.9	13	44.8	14	48.3		
	ENGR&PHYS SCI	19	13.5	70	49.6	50	35.5	2	1.4
	AGR&LIFE SCI	6	17.6	17	50.0	11	32.4		
	UNASSIGNED			2	28.6	5	71.4		
	ALL	32	10.7	151	50.5	112	37.5	4	1.3
SUPERIOR	DISCIPLINE								
	SOC&BHV SCI	6	10.2	32	54.2	18	30.5	3	5.1
	HUMANITIES	4	13.3	10	33.3	13	43.3	3	10.0
	ENGR&PHYS SCI	4	40.0	4	40.0	2	20.0		
	AGR&LIFE SCI	1	12.5	4	50.0	3	37.5		
	ALL	15	14.0	50	46.7	36	33.6	6	5.6

(CONTINUED)

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Table 10
University of Wisconsin System
1997-98 Faculty Age Distributions by Unit and Discipline Area

		AGE GROUP							
		<40		40-54		55-64		65& +	
		N	PCT	N	PCT	N	PCT	N	PCT
INSTITUTION	DISCIPLINE								
WHITEWATER	SOC&BHV SCI	20	9.8	113	55.4	62	30.4	9	4.4
	HUMANITIES	14	16.7	48	57.1	20	23.8	2	2.4
	ENGR&PHYS SCI	8	22.9	10	28.6	16	45.7	1	2.9
	AGR&LIFE SCI	5	38.5	6	46.2	1	7.7	1	7.7
	NON-CLIN HLTH	1	20.0	4	80.0				
	UNASSIGNED	3	23.1	3	23.1	7	53.8		
	ALL	51	14.4	184	52.0	106	29.9	13	3.7
UW COLLEGES	DISCIPLINE								
	SOC&BHV SCI	7	7.0	54	54.0	36	36.0	3	3.0
	HUMANITIES	10	9.6	44	42.3	48	46.2	2	1.9
	ENGR&PHYS SCI	13	15.5	28	33.3	41	48.8	2	2.4
	AGR&LIFE SCI			9	36.0	15	60.0	1	4.0
	UNASSIGNED			1	50.0	1	50.0		
	ALL	30	9.5	136	43.2	141	44.8	8	2.5
UW SYSTEM	DISCIPLINE								
	SOC&BHV SCI	303	14.2	1150	53.8	606	28.3	80	3.7
	HUMANITIES	170	12.4	684	49.9	453	33.1	63	4.6
	ENGR&PHYS SCI	242	19.3	529	42.2	422	33.6	62	4.9
	AGR&LIFE SCI	86	13.4	340	53.1	191	29.8	23	3.6
	NON-CLIN HLTH	15	9.6	93	59.6	42	26.9	6	3.8
	CLIN HLTH SCI	12	6.6	120	65.6	43	23.5	8	4.4
	MEDICINE	39	11.5	192	56.8	85	25.1	22	6.5
	LAW	7	17.1	18	43.9	12	29.3	4	9.8
	UNASSIGNED	5	5.8	39	45.3	38	44.2	4	4.7
	UW SYSTEM TOT	879	14.2	3165	51.0	1892	30.5	272	4.4

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APPENDIX C

Technical Notes on the Faculty Retirement Projection Methodology at UW System

1. The 1985-86, 1990-91, 1994-95 and 1997-98 faculty population includes all tenured and probationary faculty members with titles in the professorial ranks who were on the October AA/EEO database and with a valid date of birth. Age is calculated as of June 30 for each of the fiscal years. Age at retirement is calculated as follows:

   AGE = INT(((ENDYY-BIRTHYY)*12+(ENDMM-BIRTHMM))/12)

   INT = Integer function
   ENDYY = Retirement year (e.g., 1995)
   ENDMM = Retirement month (e.g., 06 for June)
   BIRTHYY = Birth year (e.g., 1929)
   BIRTHMM = Birth month (e.g., 12 for December)

2a. From the IADS (Integrated Appointment Data System) database, actual number of faculty retirements for UW-Madison, UW-Milwaukee, UW-Green Bay, UW-Parkside, and UW Colleges by institution and age were generated for fiscal years 1993-94 through 1997-98. UW-Eau Claire, UW-La Crosse, UW-Oshkosh, UW-Platteville, UW-River Falls, UW-Stevens Point, UW-Stout, UW-Superior, and UW-Whitewater joined the UWPC payroll system either in 1996 or 1997, the number of faculty retirements for this five-year period were collected from the institutions.

2b. Frequency tables of age distributions for the total faculty population (by age and institution) for Fall terms of the same five years were generated from the October AA/EEO database.

3. For each institution and for each fiscal year, the retirement ratios for age 55 and older were calculated by using the actual number of retirements at age 55 and older (from 2a. above) divided by the total number of faculty at the same age (from 2b. above). Then, for each institution, five-year average retirement ratios at age 55 and older were calculated by using the sum of the five years' retirement ratios at each age divided by 5.

4. The faculty base for the retirement projection is the Fall 1997-98 faculty population of each institution. The same population, then, aged through year 2007-08. For example, faculty members age 57 in fall 1997-98 become faculty members age 58 in 1998-99, and age 59 in 1999-2000.

5. The number of projected retirements for the first year (1998-99) is the integer product of the faculty population at age 55 and older (from 4. above) times the five-year average retirement ratios for the same age (from 3. above).

6. Beginning from the 2nd year and on to 2007-08, the faculty base at age 56 and older has to be adjusted by subtracting the projected retirements from the previous year, then calculate the projected retirements as above.

   For example, 30 faculty members age 57 in 1997-98 becomes 30 faculty age 58 in 1998-99, and these 30 faculty will be age 59 in 1999-2000. However, if the projected retirements at age 58 in 1998-99 were 5, then the faculty base for age 59 in 1999-2000 is 25 instead of 30.

Table 11
FACULTY RETIREMENT PROJECTIONS IN THE UW SYSTEM FOR THE NEXT TEN YEARS
Based on the Number of Faculty of 1997-98 on the October 1997 AA/EEO Database
1998-99 through 2007-08

	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+	Total
1998-1999																		
UW-MSN	2	3	3	3	3	4	6	7	6	8	9	5	6	8	5	3	6	87
UW-MIL	2	1		1	1	1	1	2	2	3	3	2	2			2	4	27
UW-EAU			1		2	2	3	3	3			2		1		1	1	19
UW-GBY			1			1	1	3		1		1						8
UW-LAC		1	2	3	3	3	1	2	1	1		1						18
UW-OSH	1		1	2	2	1	2	2	4	2	2	1	1	1				22
UW-PKS						1				1								2
UW-PLT				1	1	1	1	2	1	2		1			1			11
UW-RVF			1			1	1	1	1	2								7
UW-STP	1		1	1	1	2	2	2	3		2		2					17
UW-STO	1	1	4			2	1	2	3	1								15
UW-SUP			1			1	1						1				1	5
UW-WTW			1	2	1	1	2	3	4	1	2			1			1	19
UWC			3	2	1	1	2	2	2	1	1	1						16
TOTAL	7	6	19	15	15	22	24	31	30	23	19	14	12	11	6	6	13	273
1999-2000																		
UW-MSN	3	2	3	4	4	4	4	8	4	7	11	4	7	6	5	5	1	82
UW-MIL	1	1		1	1	1	1	3	1	3	3	2	3		1	1	1	24
UW-EAU			2		2	2	3	2	3	1	1			1				17
UW-GBY			1			1		3	1									6
UW-LAC	1	1	1	4	3	3	1	2	1	1								18
UW-OSH	1		1	2	2	1	4	2	1	3	2	1	1	1		1		23
UW-PKS								1		2			1					4
UW-PLT				1	1	1	1	2	1	2	1		1					11
UW-RVF					1	1	1	1		2	1							7
UW-STP			1	1	1	2	1	4	1	1	1	2						15
UW-STO	1		5			2	2	1	3	1		1						16
UW-SUP			1				1				1							3
UW-WTW			1	2	1	1	2	3	4	1	2		1					18
UWC			2	2	1	1	2	4	2	1	1	1						17
TOTAL	7	4	18	17	17	20	23	36	22	25	24	11	14	8	6	7	2	261
2000-2001																		
UW-MSN	2	2	2	4	4	5	4	6	5	6	11	5	5	7	4	5	2	79
UW-MIL	1	1		2	1	1	2	3	1	2	3	2	3			1		23
UW-EAU			2		1	2	3	2	2	1	2	1		1		1		18
UW-GBY			1		1	1		1	1			1						6
UW-LAC		1	1	2	3	3	1	3	1	2				1				18
UW-OSH			1	1	2	1	2	3	2	1	4	1	1			1		20
UW-PKS									1	1			1					3
UW-PLT						1	1	2	1	2	1	1		1				10
UW-RVF					1	1	1	1			1							5
UW-STP			1	1	1	2	2	3	2		3	1	2					18
UW-STO	1		2			2	2	2	2	1		1						13
UW-SUP											1							1
UW-WTW			1	2	1	1	1	2	4	1	1			1				15
UWC			2	1	1	1	2	3	3	1	1	1						16
TOTAL	4	4	13	13	16	21	21	31	25	18	28	14	12	11	4	8	2	245

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	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+	Total
2001-2002																		
UW-MSN	3	2	3	3	4	6	5	6	4	7	8	5	6	5	4	4	2	77
UW-MIL	2			2	1	1	1	4	1	2	2	1	3		1	1	1	23
UW-EAU			2		2	2	3	3	2		1	2				1		18
UW-GBY			1		1	3		1							1			7
UW-LAC	1	1	2	2	2	3	1	3	1	1								17
UW-OSH	1		1	1	1	1	2	2	2	1	1	2	1			1		17
UW-PKS										3								3
UW-PLT				1		1	1	3	1	2	1	1			1			12
UW-RVF	1				1	2	2	1										7
UW-STP	1		1		1	3	2	4	2	1	1	2	1					19
UW-STO	1		2			2	3	2	2	1		1						14
UW-SUP						1	1				1							3
UW-WTW			1	2	2	1	1	2	3	1	1			1				15
UWC			2	1	1	1	2	4	2	2	1	1				1		18
TOTAL	10	3	15	12	16	27	24	35	20	21	17	15	11	6	7	8	3	250
2002-2003																		
UW-MSN	3	2	2	4	3	6	6	8	4	5	10	4	6	6	3	5	1	78
UW-MIL	2	1		2	2	1	1	3	2	2	2	1	2		1	1		23
UW-EAU			2		3	3	2	2	2	1	1	1				1		18
UW-GBY			1		1	2	1	1				1						7
UW-LAC	1	1	1	3	1	2	1	3	1	2								16
UW-OSH	1			1	1		3	2	2	2	1	1	1					15
UW-PKS						1				2			1					4
UW-PLT							1	2	2	2	1	1						9
UW-RVF		1			1	1	3	3										9
UW-STP						2	2	3	2		2	1	2					14
UW-STO	1		2			3	3	3	3	1		1						17
UW-SUP			1			1	1				1							4
UW-WTW			1	2	1	1	1	2	3	1	1			1				14
UWC			2	1	1	1	2	4	3	1	2	1				1		19
TOTAL	8	5	12	13	14	24	27	36	24	19	21	12	12	7	4	8	1	247
2003-2004																		
UW-MSN	2	2	3	3	4	5	6	8	5	5	7	4	4	6	4	3	2	73
UW-MIL	2	1		1	1	2	1	3	1	3	2	1	2		1	1	1	23
UW-EAU			2		3	3	4	2	2	1	1	1		1				20
UW-GBY			1		1	1		2				1			1			7
UW-LAC		1	2	2	3	1	1	3	1	2								16
UW-OSH	1		1		1		1	2	1	1	2	1		1				12
UW-PKS										1								1
UW-PLT						1		1	1	3	1	1						8
UW-RVF	1		1		1	1	2	4	1									11
UW-STP			1			1	2	4	2	1	2	2	1					16
UW-STO		1	2			1	4	3	3	1								15
UW-SUP			1				1				1							3
UW-WTW			1	2	1	1	2	2	2	1	1							13
UWC			1	1		1	1	3	3	2	1	2				1		16
TOTAL	6	5	16	9	15	18	25	37	22	21	18	13	7	8	6	5	3	234

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	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+	Total
2004-2005																		
UW-MSN	3	2	2	3	3	6	5	9	5	6	8	3	5	5	4	4	1	74
UW-MIL	1	1		2	1	1	2	4	2	2	3	1	2		1	1	1	25
UW-EAU			1		2	3	4	3	2	1	1	1		1				19
UW-GBY			1		1	1		2	1									6
UW-LAC		1	1	3	2	3		2	1	2								15
UW-OSH	1		1	2	1		1	1	2	1	2	1						13
UW-PKS								1		1			1					3
UW-PLT							1	1	1	2	2	1						8
UW-RVF		1				1	2	2	1	1								8
UW-STP			1	1		1	1	4	3	1	2	1	1					16
UW-STO	1		3			1	2	3	3	1		1						15
UW-SUP									1									1
UW-WTW			1	2	1	1	1	2	3	1	1							13
UWC			1	1		1	1	2	2	2	2	1						13
TOTAL	6	5	12	14	11	19	20	36	27	21	21	10	9	6	5	5	2	229
2005-2006																		
UW-MSN	3	2	2	3	4	4	6	7	5	7	9	3	4	5	3	4	1	72
UW-MIL	1			2	1	1	1	5	2	2	2	2	2			1	1	23
UW-EAU			1		2	2	4	3	3		1	1						17
UW-GBY					1	1		1	1						1			5
UW-LAC		1	1	2	2	2	1	1	1	2		1						14
UW-OSH	1		1	1	2		2	1	1	1	1	1	1			1		14
UW-PKS						1				1			1					3
UW-PLT								1	1	2	1	1	1					7
UW-RVF			1		1		2	2	1	1								8
UW-STP					1	1	1	2	3	1	2	2	1			1		15
UW-STO		1	1			1	2	1	5	1		1						13
UW-SUP			1			1				1	1							4
UW-WTW			1	1	1	1	1	2	3	1	1							12
UWC			1	1		1	1	2	2	2	2	2				1		15
TOTAL	5	4	10	10	15	16	21	28	28	22	20	14	10	5	4	8	2	222
2006-2007																		
UW-MSN	3	2	2	3	3	5	4	8	4	7	10	4	4	4	3	3	1	70
UW-MIL	1	1		2	1	1	1	4	3	3	2	1	3			1		24
UW-EAU			2		1	2	3	3	3	1	1	1						17
UW-GBY			1		1	2		1							1			6
UW-LAC		1	1	2	2	2		3	1	1								13
UW-OSH	1		1	1	2	1	1	1	1	1	2	1						13
UW-PKS										2								2
UW-PLT								1	1	1	1	1	1					6
UW-RVF					1	2		2	1	1								7
UW-STP			1			2	1	2	2	1	3	2	1					15
UW-STO	1		3			1	2	2	2	1		1						13
UW-SUP						1	1			1	1							4
UW-WTW			1	2	1	1	1	2	3	1	1							13
UWC			1	1		1	1	2	2	1	1	2				1		13
TOTAL	6	4	13	11	12	21	15	31	23	22	22	13	9	4	4	5	1	216

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2007-2008	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+	Total
UW-MSN	3	3	2	3	3	5	5	6	5	5	10	4	5	4	3	4	1	71
UW-MIL	2	1		1	1	2	1	3	2	4	3	1	2			1		24
UW-EAU			1		2	1	3	3	3	1	1	1		1				17
UW-GBY			1			1		1				1						4
UW-LAC		1	1	1	1	2	1	2	1	1		1						12
UW-OSH	1		1	1	2		2	1	1	1	1	1						12
UW-PKS										1								1
UW-PLT								1	1	2	1	1	1	1				8
UW-RVF	1		1		1	1	3		1	1								9
UW-STP			1			1	2	1	1		3	2	1					12
UW-STO			1			2	2	2	2	1		1						11
UW-SUP			1				1				1							3
UW-WTW			1	2	1	1	1	2	3	1	1							13
UWC			1	1			1	2	1	1	1	1				1		10
TOTAL	7	5	12	9	11	16	22	24	21	19	22	14	9	6	3	6	1	207

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Table 12

FACULTY FIVE-YEAR AVERAGE RETIREMENT RATES IN THE UW SYSTEM*

	RETIREMENT RATES (IN PERCENT) AT AGE																
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+
UW-MADISON																	
1993-94	3.28	2.56		1.39	3.95	1.85	3.51	9.38	11.11	15.91	26.47	10.00		20.00	16.67	22.22	28.00
1994-95	4.55	3.39	3.85	7.27	5.80	5.63	9.62	17.65	12.24	12.73	30.30	4.35	34.62	50.00	33.33	18.18	38.10
1995-96	1.47	1.56	5.36	4.05	9.62	13.43	13.33	23.21	11.63	31.91	32.61	21.88	52.38	53.33	22.22	42.86	20.83
1996-97	5.75	1.47	6.45	7.55	1.47	5.88	6.67	11.54	6.38	10.81	17.95	16.67	18.18	25.00	14.29	80.00	33.33
1997-98	2.38	6.41	1.43	3.57	5.88	14.52	12.50	11.32	12.00	6.25	28.57	25.00	12.00	11.76	57.14	55.56	6.67
5-year avg. rate	**3.49**	**3.08**	**3.42**	**4.77**	**5.34**	**8.26**	**9.13**	**14.62**	**10.67**	**15.52**	**27.18**	**15.58**	**23.44**	**32.02**	**28.73**	**43.76**	**25.39**
UW-MILWAUKEE																	
1993-94		6.25		5.88				18.75	7.69	20.00	7.14	25.00	57.14			16.67	37.50
1994-95				5.56				20.00	16.67	30.00	25.00		25.00	20.00	11.11	12.50	
1995-96	9.09		5.00	11.76			10.53	26.32	8.33	20.00	22.22	40.00	25.00		33.33	11.11	20.00
1996-97	5.26	4.76		10.53		7.14	14.29		17.65	25.00	44.44	37.50	57.14			100.00	26.09
1997-98	11.54				25.00	20.00	7.69	28.57	12.50	7.69	30.00		40.00		40.00	33.33	28.57
5-year avg. rate	**5.18**	**2.20**	**1.00**	**6.75**	**5.00**	**5.43**	**6.50**	**18.73**	**12.57**	**20.54**	**25.76**	**20.50**	**40.86**	**4.00**	**16.89**	**34.72**	**22.43**
UW-EAU CLAIRE																	
1993-94			6.25			16.67	15.38	20.00	25.00	10.00	40.00	25.00			50.00		
1994-95			12.50		5.88		33.33	20.00	14.29	14.29	22.22	25.00					33.33
1995-96			13.33		23.08	14.29	13.33	33.33	25.00	16.67	20.00	42.86		50.00		100.00	100.00
1996-97			8.70		21.43	27.27	29.41	46.15	33.33	16.67	25.00	66.67		33.33		100.00	
1997-98		7.69	5.88	5.88	7.14	18.18	30.00	11.11	75.00		40.00	66.67	66.67	100.00			
5-year avg. rate	**0.00**	**1.54**	**9.33**	**1.18**	**11.51**	**15.28**	**24.29**	**26.12**	**34.52**	**11.53**	**29.44**	**45.24**	**13.33**	**36.67**	**10.00**	**40.00**	**26.67**
UW-GREEN BAY																	
1993-94							16.67		100.00		40.00						
1994-95			10.00		50.00	16.67		60.00	33.33			33.33		66.67			
1995-96	20.00		16.67		10.00	100.00											
1996-97			33.33			22.22		50.00		66.67		100.00			100.00		
1997-98						11.11	28.57	100.00							100.00		
5-year avg. rate	**4.00**	**0.00**	**12.00**	**0.00**	**12.00**	**30.00**	**9.05**	**42.00**	**26.67**	**13.33**	**8.00**	**26.67**	**0.00**	**13.33**	**40.00**	**0.00**	**0.00**
UW-LA CROSSE																	
1993-94		7.69	7.69	12.50	22.22	14.29		37.50		50.00		100.00		100.00			50.00
1994-95		6.67	23.08	25.00	28.57	37.50		14.29	14.29	100.00							
1995-96			7.69	30.00	22.22	16.67		25.00	20.00	60.00							
1996-97	11.54	6.25						50.00	66.67								
1997-98	6.67	8.70	11.76	17.65	16.67	42.86	42.86	33.33			75.00						
5-year avg. rate	**3.64**	**5.86**	**10.04**	**17.03**	**17.94**	**22.26**	**8.57**	**32.02**	**20.19**	**42.00**	**15.00**	**20.00**	**0.00**	**20.00**	**0.00**	**0.00**	**10.00**

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	RETIREMENT RATES (IN PERCENT) AT AGE																
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+
UW-OSHKOSH																	
1993-94	5.00		12.50	8.33	15.38	11.11	15.38	33.33	14.29	16.67	20.00	25.00	25.00	100.00			
1994-95	7.14		6.25	25.00	4.76		33.33	50.00	12.50	20.00	22.22		66.67	33.33		66.67	
1995-96				5.88	16.67	4.76	10.00		42.86	33.33	33.33	50.00			33.33		
1996-97			15.38	9.52	20.00			22.22	20.00	20.00	20.00	33.33	33.33				
1997-98	20.00	5.56		7.14	22.22	9.09	50.00	22.22	28.57	20.00	100.00	75.00	33.33			100.00	
5-year avg. rate	**6.43**	**1.11**	**6.83**	**11.17**	**15.81**	**4.99**	**21.74**	**25.55**	**23.64**	**22.00**	**39.11**	**36.67**	**31.67**	**26.67**	**6.67**	**33.33**	**0.00**
UW-PARKSIDE																	
1993-94										100.00					50.00	50.00	
1994-95				20.00													
1995-96										50.00	33.33						
1996-97						40.00			40.00	33.33			100.00				
1997-98					16.67	11.11		40.00									
5-year avg. rate	**0.00**	**0.00**	**0.00**	**4.00**	**3.33**	**10.22**	**0.00**	**8.00**	**8.00**	**36.67**	**6.67**	**0.00**	**20.00**	**0.00**	**10.00**	**10.00**	**0.00**
UW-PLATTEVILLE																	
1993-94				18.18		16.67			40.00	40.00		50.00	20.00	50.00			
1994-95					12.50	12.50		20.00						25.00	100.00		
1995-96			8.33	11.11				20.00	25.00	25.00	100.00	25.00		100.00	50.00		
1996-97					11.11	11.11	14.29	42.86	33.33	25.00	33.33		50.00		100.00		
1997-98			8.33				25.00	16.67		100.00	25.00	100.00	100.00				
5-year avg. rate	**0.00**	**0.00**	**3.33**	**5.86**	**4.72**	**6.06**	**7.86**	**19.91**	**19.67**	**38.00**	**31.67**	**35.00**	**34.00**	**35.00**	**50.00**	**0.00**	**0.00**
UW-RIVER FALLS																	
1993-94	22.22					25.00	20.00	50.00			50.00	50.00					
1994-95		22.22						25.00	100.00	20.00							
1995-96				16.67	50.00		25.00	100.00		100.00	50.00			100.00			
1996-97			16.67					14.29					100.00				
1997-98			9.09			50.00	100.00	50.00	20.00	100.00							
5-year avg. rate	**4.44**	**4.44**	**5.15**	**3.33**	**10.00**	**15.00**	**29.00**	**47.86**	**24.00**	**44.00**	**20.00**	**10.00**	**20.00**	**20.00**	**0.00**	**0.00**	**0.00**
UW-STEVENS POINT																	
1993-94				11.11			22.22	33.33			25.00		50.00				
1994-95	4.55	6.25	19.05			28.57		57.14	25.00	40.00	66.67	66.67	100.00		50.00		
1995-96	14.29		7.14			5.88		14.29	33.33		33.33					100.00	100.00
1996-97			5.00		16.67	14.29	18.75		33.33		33.33	50.00	100.00	100.00			
1997-98				5.56		13.33	16.67	30.77	25.00			66.67				100.00	
5-year avg. rate	**3.77**	**1.25**	**6.24**	**3.33**	**3.33**	**12.41**	**11.53**	**27.11**	**23.33**	**8.00**	**31.67**	**36.67**	**50.00**	**20.00**	**10.00**	**40.00**	**20.00**

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	RETIREMENT RATES (IN PERCENT) AT AGE																
	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71+
UW-STOUT																	
1993-94		12.50	20.00			20.00	50.00	50.00	100.00		20.00				50.00		
1994-95	7.69		28.57			12.50	25.00	33.33	60.00	100.00				100.00		50.00	
1995-96			23.53		9.09	16.67	28.57	33.33	33.33	50.00		100.00	20.00				
1996-97	4.55		8.33			10.00	9.09	20.00	50.00								
1997-98	15.38	5.26	13.33			16.67	11.11					100.00					100.00
5-year avg. rate	**5.52**	**3.55**	**18.75**	**0.00**	**1.82**	**15.17**	**24.75**	**27.33**	**48.67**	**30.00**	**4.00**	**40.00**	**4.00**	**20.00**	**10.00**	**10.00**	**20.00**
UW-SUPERIOR																	
1993-94									33.33	33.33	50.00				100.00		100.00
1994-95						25.00	25.00	33.33		50.00	50.00						
1995-96							25.00										
1996-97			50.00			33.33			33.33				66.67				
1997-98					20.00		33.33				100.00		100.00				100.00
5-year avg. rate	**0.00**	**0.00**	**10.00**	**0.00**	**4.00**	**11.67**	**16.67**	**6.67**	**13.33**	**16.67**	**40.00**	**0.00**	**33.33**	**0.00**	**20.00**	**0.00**	**40.00**
UW-WHITEWATER																	
1993-94	12.50			11.11	15.38	10.00	6.67	11.11	36.36		33.33						
1994-95			15.00				30.00	25.00	50.00	42.86	100.00						33.33
1995-96		6.25	7.14	35.29	16.67		30.00		22.22	50.00	25.00		33.33	100.00		100.00	
1996-97		7.69		23.08	9.09	12.50		42.86	33.33	16.67	25.00			50.00			40.00
1997-98			8.33	8.33	18.18	25.00	9.09	50.00	100.00		25.00	50.00	50.00				33.33
5-year avg. rate	**2.50**	**2.79**	**6.09**	**15.56**	**11.86**	**9.50**	**15.15**	**25.79**	**48.38**	**21.91**	**41.67**	**10.00**	**16.67**	**30.00**	**0.00**	**20.00**	**21.33**
UW COLLEGES																	
1993-94		3.33	15.38	11.76		9.09		12.50			50.00						
1994-95			3.45	9.09	6.67				14.29							100.00	
1995-96			16.67	8.00		7.14	25.00	22.22	50.00	16.67		50.00					
1996-97			8.33	7.14	4.76	8.33	25.00	66.67	16.67	33.33	33.33					50.00	
1997-98	6.25	9.52	17.39	4.76	13.33	5.26	10.00	11.11	33.33	50.00	33.33	100.00					
5-year avg. rate	**1.25**	**2.57**	**12.24**	**8.15**	**4.95**	**5.96**	**12.00**	**22.50**	**22.86**	**20.00**	**23.33**	**30.00**	**0.00**	**0.00**	**0.00**	**30.00**	**0.00**

*Retirement rate as a percentage is calculated by dividing the actual number of retirements at a specific age by the total number of faculty at the same age

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